

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON, VIRGINIA 22204-1382

ARNG-G1

23 FEB 06

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy

1. References:

- a. Memorandum, HQDA, G-1, DAPE-MPE, 13 Feb 06, subject: Change to RC MOS Conversion Bonus Implementation Policy (enclosure 1).
- b. ALARACT Message, Number 204/2005, 06 Oct 05, subject: MOS Conversion Bonus Implementation Guidance for the Army National Guard (enclosure 2).
- c. Memorandum, Example, subject: Request for Army National Guard (ARNG) Military Occupational Specialty (MOS) Conversion Bonus/Agreement (enclosure 3).

2. Purpose:

- a. The purpose of this memorandum is to provide policy and guidance for the ARNG MOS Conversion Bonus Program.
- b. Effective immediately the ARNG offers a MOS Conversion Bonus of \$2,000 to eligible Soldiers who sign a written agreement to serve for a period of not less than 3-years in a new MOS when a Soldier is directed by the Chief, National Guard Bureau, or the Deputy Chief of Staff, G1, as appropriate, to voluntarily or involuntarily reclassify within their same unit, due to unit reorganization, inactivation, or the needs of the ARNG, where the targeted shortage MOS (new MOS the Soldier is reclassifying into) is less than 90% filled for that specific unit at the correct skill level to be filled. **No exception to the MOS percent fill requirement or skill level requirement is authorized.**

37 USC Sec. 326

01/19/04

**TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
CHAPTER 5 - SPECIAL AND INCENTIVE PAYS**

Sec. 326. Incentive bonus: conversion to military occupational specialty to ease personnel shortage

(a) Incentive Bonus Authorized. - The Secretary concerned may pay a bonus under this section to an eligible member of a regular or reserve component of the armed forces who executes a written agreement to convert to, and serve

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for a period of not less than three years in, a military occupational specialty for which there is a shortage of trained and qualified personnel.

(b) Eligible Members. - A member is eligible to enter into an agreement under subsection (a) if, at the time the agreement is executed, the member is serving in-

(1) pay grade E-6, with not more than 10 years of service computed under section 205 of this title; or

(2) pay grade E-5 or below, regardless of years of service.

(c) Amount and Payment of Bonus. --

(1) A bonus under this section may not exceed \$4,000, in the case of a member of a regular component of the armed forces, and \$2,000, in the case of a member of a reserve component of the armed forces.

(2) A bonus payable under this section shall be disbursed in one lump sum when the member's conversion to the military occupational specialty is approved by the chief personnel officer of the regular or reserve component of the member's armed force.

(d) Relationship to Other Pay and Allowances. - A bonus paid to a member under this section is in addition to any other pay and allowances to which the member is entitled.

(e) Repayment of Bonus. --

(1) A member who receives a bonus under this section and who, voluntarily or because of misconduct, fails to serve in such military occupational specialty for the period specified in the agreement executed under subsection (a) shall refund to the United States an amount that bears the same ratio to the bonus amount paid to the member as the unserved part of such period bears to the total period agreed to be served.

(2) An obligation to reimburse the United States imposed under paragraph (1) is, for all purposes, a debt owed to the United States.

(3) A discharge in bankruptcy under title 11 that is entered less than five years after the termination of the agreement for which a bonus was paid under this section shall not discharge the person signing such agreement from the debt arising under paragraph (1).

(4) Under regulations prescribed pursuant to subsection (f), the Secretary concerned may waive, in whole or in part, a refund required under paragraph (1) if the Secretary determines that recovery would be against equity and good conscience or would be contrary to the best interests of the United States.

(f) Regulations. - The Secretaries concerned shall prescribe regulations to carry out this section. Regulations prescribed by the Secretary of a military department shall be subject to the approval of the Secretary of Defense.

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(g) Termination of Authority. - No agreement under this section may be entered into after December 31, 2006.

3. Responsibilities: Chief, Personnel Programs, Manpower and Resources Division (NGB-ARM) will coordinate the appropriations necessary to support funding for this program.

4. Eligibility criteria for entry into the ARNG MOS Conversion Bonus Program.

a. Soldiers in the rank of SSG with less than 10 years of total service at the time of application.

b. Soldiers in the rank of SGT or below regardless of years of service.

c. Soldier must sign a written agreement to serve for a period of 3-years in the new MOS designated by the Chief, National Guard Bureau for the MOS Conversion Bonus in a unit in which that MOS is less than 90% filled. A copy of the agreement may be completed, and then printed for signature, by simply selecting the MOS Conversion Bonus Agreement Form located with other bonus documents on ARNG Personnel, under the Information Management and Reporting Center (iMARC), Forms.

d. Soldier must be qualified for training and attendance at a service school per DA Pam 611-21, Military Occupational Classification And Structure, dated 31 Mar 99, AR 135-200, Active Duty For Missions, Projects, And Training For Reserve Component Soldiers, dated 30 Jun 99, and DA Pam 351-4, U.S. Army Formal Schools Catalog, dated 30 Oct 95, and meet any special requirements for the requested MOS reclassification.

e. Soldier must complete initial contract period prior to applying for the MOS Conversion Bonus if serving on a critical skill Enlistment Bonus contract.

5. An application for entry into the ARNG MOS Conversion Bonus Program will be submitted through the Soldier's chain of command to: Joint Force Headquarters - State (JFHQ-XX), ATTN: State Incentive Manager. The Unit Commander will submit a memorandum that indicates the target MOS(s) are less than 90% filled at the appropriate grade with each (or a batch of) applications.

6. Each State Incentive Manager will:

a. Ensure That the Soldier has the appropriate security clearance for the MOS being trained (see paragraph 1-13, DA Pam 351-4).

b. Ensure that the Soldier Has a copy of the written approval for participation in the ARNG MOS Conversion Bonus program.

c. Assign a MOS Conversion Bonus Control Number and establish the record in iMARC.

d. Track and manage the MOS Conversion Bonus record through completion or termination whichever occurs first.

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7. Service Remaining Requirement (SRR) and Extensions.

a. All Soldiers who apply for entry into the ARNG MOS Conversion Bonus Program must agree in writing to serve at least 3-years in the new MOS. Additionally, a Soldier may also be required to extend in order to establish enough service remaining for enrollment into the Training and Doctrine Command (TRADOC) approved course of instruction for award of the new MOS. **There are no exceptions authorized for TRADOC required extensions.**

b. Extensions or re-enlistments to participate in the ARNG MOS Conversion Bonus Program outside the normal reenlistment/extension window are only accomplished as a condition of acceptance into the program when the TRADOC requirement for SRR is established for enrollment into the required training for award of the new MOS (see the memorandum in reference 1a). Cancellation of the extension or re-enlistment is not authorized for Soldiers who are involuntarily removed from the program for any reason (academic failure, punishment under UCMJ, denied enrollment, etc.).

8. Release and removal from the ARNG MOS Conversion Bonus program.

a. Soldiers may request release from the MOS Conversion Bonus Program for hardship or compassionate reasons only. Fully documented cases will be submitted by the unit to the Joint Force Headquarters - State (JFHQ-XX), ATTN: State Incentive Manager, via email or similar means.

b. Soldiers released from the program for compassionate reasons will not be considered for re-entry into the program, unless documentation is furnished to indicate the reason for removal no longer exist.

c. Soldiers who fail to complete the training will be removed from the program.

d. Soldiers approved for entry into the ARNG MOS Conversion Bonus program and subsequently become disqualified will be reported to the State JFHQ.

e. When release or removal from the program is necessary, the Soldier will be required to complete the period of service for which he or she extended under the program.

9. MOS conversion bonus award level and method of repayment.

a. Soldiers paid an ARNG MOS Conversion Bonus under authority of title 37 USC, Section 326, will be paid \$2,000 in a lump sum payment, effective on the date the MOS is awarded. This date establishes the 3-year clock.

b. The ARNG MOS Conversion Bonus may be paid concurrently with an Enlistment Bonus (other than as noted in paragraph 6e above), Re-enlistment Bonus, Extension Bonus, and any Affiliation Bonus the Soldier may be receiving when the Soldier successfully completes MOS retraining and is awarded the new MOS as his/her PMOS on official orders.

c. The ARNG MOS Conversion Bonus is in addition to any other pay and allowances to which the Soldier is entitled.

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(1) Any Soldier who receives a bonus and who, voluntarily, involuntarily, or because of misconduct, fails to serve in the new PMOS for a minimum of 3-years from the date of completion of training shall have an amount, equal to the unearned portion of the contract, recouped.

(2) Recoupment under the above paragraph is for all purposes a debt to the United States Government.

(3) A discharge in bankruptcy under Title 11 that is entered less than five years after the termination of the agreement for which a bonus was paid under the provisions of this regulation and title 37 USC, Section 326, shall not discharge the Soldier signing such agreement from this debt.

(4) Waiver of this debt may only be approved by the Secretary of the Army.

10. This message will remain in effect until this policy is incorporated into respective Army Regulations as part of the AC/RC policy integration process or has been superseded by another message. Consistent with Section 326 of Title 37, United States Code, MOS Conversion Bonus agreements shall not be entered into after December 31, 2006.

11. The ARNG MOS Conversion Bonus Program is managed by NGB-ARM. Point of contact is Major Ron Lee at (703) 607-9756 or email: ron.lee@ngb.army.mil.

Encl:

1. Memorandum
2. ALARACT Message
3. Memorandum, Example



KENT L. MILLIKEN
COL, NGB
ARNG G1

DISTRIBUTION:

Each State MILPO
Each State Incentive Manager
Each State RRM



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300

FEB 13 2006

DAPE-MPE (135)

MEMORANDUM FOR CHIEF, ARMY RESERVE
DIRECTOR, ARMY NATIONAL GUARD

SUBJECT: Change to RC MOS Conversion Bonus Implementation Policy

1. References:

- a. Section 326, Title 37 United States Code (37 U.S.C., sec 326).
- b. AR 135-7, Incentive Programs, 15 Apr 96.
- c. AR 140-111, the U.S. Army Reserve Reenlistment Program.
- d. NGR (AR) 600-200, Enlisted Personnel Management.
- e. Under Secretary of Defense memo, subject: Military Occupational Skill (MOS) Conversion Bonus - Army National Guard, dated 22 September 2005.
- f. ALARACT message, subject: MOS Conversion Bonus Implementation Guidance for the Army National Guard.
- g. ALARACT message, subject: Temporary Policy Message Providing Implementation Guidance for use of the MOS Conversion Bonus for the USAR, dated 05 March 2005.

2. Effective immediately, the requirement to actually complete a reenlistment (Army Reserve) or an extension of enlistment contract (ARNG) as described in above-referenced messages for acceptance into the RC MOS Conversion Bonus program is rescinded.

- a. Although execution of an actual reenlistment/extension is still preferred, when this method may restrict a Soldier regarding possible bonus incentive opportunities, the only requirement will be for a Soldier to sign the prescribed memorandum agreeing to serve

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three years in the agreed upon MOS IAW published policy. This enclosed written agreement memorandum when signed by the Soldier will be considered a legally binding agreement.

b. This change will allow Soldiers to defer their reenlistment/extension until they reach their normal 12-month reenlistment/extension window. This policy change does not supersede any requirements a Soldier may incur to reenlist or extend to meet service-remaining requirements of the MOS producing training course.

3. All Soldiers participating in this program must at a minimum sign the written agreement memorandum agreeing to serve the minimum of three years service-remaining requirement upon completion of MOS training, award of the new PMOS on official orders, and assignment to a duty position in the new MOS. By signing the written agreement, the Soldier acknowledges that any unearned portion of the MOS Conversion Bonus will be recouped.


4. This memorandum will remain in effect until this policy has been incorporated into respective Army regulations as part of the AC/RC policy integration process or has been superseded by another directive.

5. Expiration date of this memorandum cannot be determined.

6. Questions regarding implementation or execution of this policy should be directed to (ARNG) NGB-ARM-EI at DSN 327-9754 or to (USAR) MSG Norris, Army Reserve Command G-1, comm: (404) 464-9072, email: gloria.norris@usar.army.mil. HQDA points of contact for staff inquiries regarding this message are SGM Fred Couch, (703) 614-1183, DSN 224-1183, fredrick.couch@hqda.army.mil and SGM James J. Barnette, (703) 614-5319, DSN 224-5319, email at james.barnette@hqda.army.mil.

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl


SEAN J. BYRNE
Major General, GS
Director of Military
Personnel Management

-----Original Message-----

From: DA WASHINGTON DC//DAPE-MPE//
[mailto:DAADMINISTRATOR@PTSC.PENTAGON.MIL]
Sent: Thursday, October 06, 2005 8:32 PM
To: DCSG1MILITARYPERSONNELENLISTED@HQDA-DMS.ARMY.MIL
Subject: MOS CONVERSION BONUS IMPLEMENTATION GUIDANCE FOR THE ARMY
Importance: Low

UNCLASSIFIED//

PRECEDENCE TO: ROUTINE DTG: 062121Z OCT 05
PRECEDENCE CC: ROUTINE
TYPE: AUTODIN
FROM PLA: DA WASHINGTON DC//DAPE-MPE//
SUBJECT: MOS CONVERSION BONUS IMPLEMENTATION GUIDANCE FOR THE ARMY
TEXT:
RAAUZYUW RUEWMFU2692 2792129-UUUU--RUHQDAU.
ZNR UUUUU ZYW ZOC ZEO T ALL US ARMY REPS AND ACTIVITIES R 062121Z OCT
05 FM DA WASHINGTON DC//DAPE-MPE// TO ALARACT ZEN/ADDRESS LISTS @ AL
ALARACT(UC) BT UNCLAS ALARACT 204/2005
***** THIS IS A COMBINED MESSAGE *****
SUBJ:MOS CONVERSION BONUS IMPLEMENTATION GUIDANCE FOR THE ARMY NATIONAL
GUARD
A. SECTION 326, TITLE 37 UNITED STATES CODE (37 USC, SEC 326).
B. NGR 600-200, ENLISTED PERSONNEL MANAGEMENT.
C. AR 135-7, INCENTIVE PROGRAMS, 15 APR 96.
D. UNDER SECRETARY OF DEFENSE MEMORANDUM, SUBJECT: MILITARY
OCCUPATIONAL SKILLS (MOS) CONVERSION BONUS ARMY NATIONAL GUARD, DATED
22 SEP 05.
1. SCOPE. THIS MESSAGE PROVIDES POLICIES, PROCEDURES, AND
ADMINISTRATIVE INSTRUCTIONS FOR THE ARMY NATIONAL GUARD MOS CONVERSION
BONUS PROGRAM, WHICH IS DESIGNED TO ASSIST IN FORCE ALIGNMENT. IT
ALLOWS ELIGIBLE ARMY NATIONAL GUARD SOLDIERS AN OPPORTUNITY TO APPLY
FOR FORMAL RETRAINING INTO A SHORTAGE MOS AND RECEIVE AN MOS CONVERSION
BONUS IN THE NEWLY AWARDED PRIMARY MILITARY OCCUPATIONAL SPECIALTY
(PMOS) UPON SUCCESSFUL COMPLETION OF RETRAINING.
2. OBJECTIVE. THE OBJECTIVE OF THE ARMY NATIONAL GUARD MOS CONVERSION
BONUS PROGRAM IS TO ATTRACT HIGHLY QUALIFIED SOLDIERS IN THE RANK OF
SSG AND BELOW IAW PARAGRAPH 6 WHO ARE CURRENTLY SERVING IN AN OVER
STRENGTH MOS TO MIGRATE INTO A SHORTAGE MOS WITHIN THE SOLDIER S
CURRENT UNIT.
3. RESPONSIBILITIES.
A. HQDA, DCS, G-1 EXERCISES ARMY STAFF RESPONSIBILITY FOR POLICY
GOVERNING THE ARMY NATIONAL GUARD MOS CONVERSION BONUS PROGRAM. THIS IS
ACCOMPLISHED BY
(1) DEVELOPING POLICY OR MAKING CHANGES TO POLICY IN COORDINATION WITH
APPROPRIATE DEPARTMENT OF DEFENSE (DOD) AGENCIES AS APPROPRIATE.
(2) COORDINATING WITH AND FORWARDING PROGRAM GUIDANCE AND GOALS IN
COORDINATION WITH APPROPRIATE DOD AGENCIES AS APPROPRIATE.
(3) APPROVING, MODIFYING, AND SUBMITTING TO THE SECRETARY OF THE ARMY
RECOMMENDED CHANGES TO THE MOS CONVERSION PROGRAM.
(4) MONITORING AND EVALUATING THE EFFECTIVENESS OF THE MOS CONVERSION
PROGRAM IN ACHIEVING OVERALL OBJECTIVES.
B. ARNG, G-1, WILL
(1) CONDUCT THE PROGRAM WITHIN POLICY GUIDANCE OF DCS, G-1.
(2) EXERCISE GENERAL STAFF SUPERVISION OVER PERSONNEL POLICIES
GOVERNING THE MOS CONVERSION BONUS PROGRAM FOR THE ARMY NATIONAL GUARD.

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(3) ANNOUNCE IN A POLICY MEMORANDUM MOSS THAT A SOLDIER MUST CURRENTLY HOLD AS A PMOS AND MOSS FROM WHICH THE QUALIFIED APPLICANT WILL CHOOSE FOR RECLASSIFICATION INTO, SO THAT HE/SHE MAY RECEIVE THE MOS CONVERSION BONUS. THE MEMORANDUM WILL DEFINE EFFECTIVE START DATES FOR THE BONUS AND THE AMOUNT OFFERED.

(4) OPERATE THE PROGRAM UNDER THE AUSPICES OF THE ARMY NATIONAL GUARD S ENLISTED RECLASSIFICATION PROGRAM (NGR 600-200).

(5) TRACK MOS MIGRATION.

4. ADDITIONAL GUIDANCE FOR DEFENSE FINANCE AND ACCOUNTING SERVICE (DFAS): TO AVOID FUTURE CLAIMS OF ERRONEOUS OR UNFULFILLED COMMITMENTS, REQUEST COMMANDER, DFAS ENSURE THAT FINANCE AND ACCOUNTING OFFICES ARE KNOWLEDGEABLE OF THE CONTENTS OF THIS MESSAGE.

5. PERIODIC MOS CHANGES WILL BE ANNOUNCED AND COORDINATED BY ARNG G-1 AND DCS, G-1.

6. ELIGIBILITY CRITERIA FOR ENTRY INTO THE ARNG MOS CONVERSION BONUS PROGRAM.

A. SOLDIERS IN THE RANK OF SSG WITH LESS THAN 10 YEARS OF TOTAL SERVICE AT THE TIME OF APPLICATION.

B. SOLDIERS IN THE RANK OF SGT OR BELOW REGARDLESS OF YEARS OF SERVICE.

C. SOLDIERS MUST SIGN A WRITTEN AGREEMENT TO SERVE FOR A PERIOD OF THREE YEARS IN THE NEW MOS DESIGNATED BY THE CHIEF, NATIONAL GUARD BUREAU FOR THE MOS CONVERSION BONUS IN A UNIT IN WHICH THAT MOS IS LESS THAN 90% FILLED. A COPY OF THE AGREEMENT WILL BE PROVIDED AS AN ENCLOSURE TO THE ARNG, G-1 ANNOUNCEMENT.

D. SOLDIERS MUST BE QUALIFIED FOR TRAINING AND ATTENDANCE AT A SERVICE SCHOOL PER DA PAM 611-21, AR 135-200, AND DA PAM 351-4, AND MEET ANY SPECIAL REQUIREMENTS FOR THE REQUESTED MOS RECLASSIFICATION.

E. SOLDIERS MUST COMPLETE INITIAL CONTRACT PERIOD IF SERVING ON A CRITICAL SKILL ENLISTMENT BONUS.

7. APPLICATION FOR ENTRY INTO THE ARNG MOS CONVERSION BONUS PROGRAM WILL BE SUBMITTED IAW ARNG, G-1 PUBLISHED POLICY MEMORANDUM.

8. ENSURE THAT THE SOLDIER:

A. HAS THE APPROPRIATE SECURITY CLEARANCE FOR THE MOS BEING TRAINED (SEE PARA 1-13, DA PAM 351-4).

B. HAS A COPY OF THE WRITTEN APPROVAL FOR PARTICIPATION IN THE ARNG MOS CONVERSION BONUS PROGRAM.

C. EXTENDS OR REENLISTS TO ATTAIN THE MINIMUM OF THREE YEARS SERVICE-REMAINING REQUIREMENT (SRR) UPON COMPLETION OF TRAINING AND AWARDING OF THE NEW PMOS ON OFFICIAL ORDERS.

9. SRR AND EXTENSIONS.

A. ALL SOLDIERS WHO APPLY FOR ENTRY INTO THE ARNG MOS CONVERSION BONUS PROGRAM MUST EXTEND OR REENLIST FOR A SUFFICIENT AMOUNT OF TIME TO ENSURE THEY WILL HAVE THREE YEARS TIME-IN-SERVICE REMAINING AS COMPUTED FROM THE COMPLETION DATE OF TRAINING.

B. EXTENSIONS OR REENLISTMENTS TO PARTICIPATE IN THE ARNG MOS CONVERSION BONUS PROGRAM ARE ACCOMPLISHED AS A CONDITION OF ACCEPTANCE INTO THE PROGRAM. CANCELLATION OF THE EXTENSION OR REENLISTMENT IS NOT AUTHORIZED FOR SOLDIERS WHO ARE INVOLUNTARILY REMOVED FROM THE PROGRAM FOR ANY REASON (ACADEMIC FAILURE, PUNISHMENT UNDER UCMJ, DENIED ENROLLMENT, ETC.). SOLDIERS WHO ARE DENIED ENROLLMENT AND AUTHORIZED ONE ADDITIONAL OPPORTUNITY BY WAIVER REQUEST, OR SOLDIERS WHO ARE RECYCLED, WILL BE REQUIRED TO EXTEND OR REENLIST, AS APPROPRIATE, TO ENSURE THEY HAVE SUFFICIENT TIME TO SERVE IN THE NEW MOS FOR THREE YEARS UPON COMPLETION OF TRAINING AND AWARD OF THE NEW PMOS ON OFFICIAL ORDERS.

10. RELEASE AND REMOVAL FROM THE ARNG MOS CONVERSION BONUS PROGRAM.

A. SOLDIERS MAY REQUEST RELEASE FROM THE MOS CONVERSION BONUS PROGRAM FOR HARDSHIP OR COMPASSIONATE REASONS ONLY. FULLY DOCUMENTED CASES WILL BE SUBMITTED BY THE UNIT THROUGH THE STATE JOINT FORCES HEADQUARTERS (JFHQ) VIA EMAIL OR SIMILAR MEANS.

B. SOLDIERS RELEASED FROM THE PROGRAM FOR COMPASSIONATE REASONS WILL NOT BE CONSIDERED FOR REENTRY INTO THE PROGRAM, UNLESS DOCUMENTATION IS FURNISHED TO INDICATE THE REASONS FOR REMOVAL NO LONGER EXIST.

C. SOLDIERS WHO FAIL TO COMPLETE THE TRAINING WILL BE REMOVED FROM THE PROGRAM.

D. SOLDIERS WHO HAVE BEEN APPROVED FOR ENTRY INTO THE ARNG MOS CONVERSION BONUS PROGRAM AND SUBSEQUENTLY BECOME DISQUALIFIED WILL BE REPORTED TO THE STATE JFHQ.

E. WHEN RELEASE OR REMOVAL FROM THE PROGRAM IS NECESSARY, THE SOLDIER WILL BE REQUIRED TO COMPLETE THE PERIOD OF SERVICE FOR WHICH HE OR SHE EXTENDED UNDER THE PROGRAM.

11. MOS CONVERSION BONUS AWARD LEVEL AND METHOD OF REPAYMENT.

A. SOLDIERS PAID AN ARNG MOS CONVERSION BONUS UNDER AUTHORITY OF TITLE 37 USC, SECTION 326, WILL BE PAID \$2,000 IN A LUMP SUM.

B. THE ARNG MOS CONVERSION BONUS MAY BE PAID CONCURRENTLY WITH AN ENLISTMENT BONUS (OTHER THAN AS NOTED IN PARA 6E ABOVE) OR REENLISTMENT OR EXTENSION BONUS THE SOLDIER MAY BE RECEIVING WHEN THE SOLDIER SUCCESSFULLY COMPLETES MOS RETRAINING AND IS AWARDED THE NEW MOS AS HIS/HER PMOS ON OFFICIAL ORDERS.

C. THE ARNG MOS CONVERSION BONUS IS IN ADDITION TO ANY OTHER PAY AND ALLOWANCES TO WHICH THE SOLDIER IS ENTITLED.

(1) ANY SOLDIER WHO RECEIVES A BONUS AND WHO, VOLUNTARILY, INVOLUNTARILY, OR BECAUSE OF MISCONDUCT, FAILS TO SERVE IN SUCH PMOS FOR A MINIMUM OF THREE YEARS FROM THE DATE OF COMPLETION OF TRAINING SHALL REFUND TO THE UNITED STATES GOVERNMENT AN AMOUNT THAT BEARS THE SAME RATIO TO THE BONUS AMOUNT PAID TO THE SOLDIER AS THE UNSERVED PART OF SUCH PERIOD BEARS TO THE TOTAL PERIOD AGREED TO BE SERVED.

(2) AN OBLIGATION TO REIMBURSE THE UNITED STATES GOVERNMENT UNDER THE ABOVE PARAGRAPH IS FOR ALL PURPOSES A DEBT TO THE UNITED STATES GOVERNMENT.

(3) A DISCHARGE IN BANKRUPTCY UNDER TITLE 11 THAT IS ENTERED LESS THAN FIVE YEARS AFTER THE TERMINATION OF THE AGREEMENT FOR WHICH A BONUS WAS PAID UNDER THE PROVISIONS OF THIS REGULATION AND TITLE 37 USC, SECTION 326, SHALL NOT DISCHARGE THE SOLDIER SIGNING SUCH AGREEMENT FROM SUCH DEBT.

(4) WAIVER OF SUCH DEBT MAY ONLY BE APPROVED BY THE SECRETARY OF THE ARMY.

12. THIS MESSAGE WILL REMAIN IN EFFECT UNTIL THIS POLICY HAS BEEN INCORPORATED INTO RESPECTIVE ARMY REGULATIONS AS PART OF THE AC/RC POLICY INTEGRATION PROCESS OR HAS BEEN SUPERSEDED BY ANOTHER MESSAGE. CONSISTENT WITH SECTION 326 OF TITLE 37, UNITED STATES CODE, MOS CONVERSION BONUS AGREEMENTS SHALL NOT BE ENTERED INTO AFTER DECEMBER 31, 2006.

13. HQDA POC FOR STAFF INQUIRIES REGARDING THIS MESSAGE IS SGM FRED COUCH, DSN 224-1183, COMM (703) 614-1183. QUESTIONS REGARDING IMPLEMENTATION OR EXECUTION OF THIS POLICY SHOULD BE FORWARDED TO STATE JFHQ PERSONNEL OR NGB-ARM (INCENTIVES BRANCH) SFC ERIC EMDE, DSN 327-7738, COMM (703) 607-7738, EMAIL ERIC.EMDE@NGB.ARMY.MIL.

14. EXPIRATION DATE CANNOT BE DETERMINED.

BT

#2692

28 February 2006

MEMORANDUM FOR Joint Force Headquarters, Iowa Army National Guard, 1234 Militia Road, Des Moines, IA 10000-1000

SUBJECT: Request for Army National Guard (ARNG) Military Occupational Specialty (MOS) Conversion Bonus/Agreement

1. I, SPC Frank J. Smith, 123-45-6789, volunteer for the ARNG MOS Conversion Bonus program in MOS 42A200000 under the provisions of 14 February 2006, EIOM 06-45. The MOS to which I am reclassifying has been identified by the Army as one for which there is a shortage of trained and qualified personnel.
2. I agree to serve 3-years after completion of training and award of MOS. I also agree to voluntarily extend my current enlistment or reenlist upon reaching my normal reenlistment window of eligibility to ensure 3-years time in service remain after completion of training and award of MOS. If I have less than the required service remaining for the MOS training I have volunteered to attend I will be required to extend for the minimum period necessary to meet the TRADOC imposed service-remaining requirement in order to attend training.
3. I understand that I will be required to complete any period of service to which I have agreed to serve in accordance with the needs of the ARNG, if I fail to complete the school course. Failure includes any reason (lack of security clearance, misconduct, academic failure, lack of motivation, AWOL, disciplinary action, etc.).
4. Upon completion of training and in conjunction with reassignment (if necessary to fill a Duty MOS Qualified position in my new MOS), the ARNG will:
 - a. Award me an ARNG MOS Conversion Bonus of \$2,000 paid in one lump sum for my new Primary MOS (PMOS) at the time of completion of required training and award of the new PMOS on official orders.
 - b. Pay the bonus in one lump sum at the time of completion of required training and award of the new PMOS on official orders.
5. I understand that I accrue no right to an MOS Conversion Bonus solely by signing this application. I must successfully complete training, be awarded the new PMOS, and complete at least 3 years of service in the new MOS.
6. I am not currently serving an initial period of service for which I received a critical skills enlistment bonus. The MOS Conversion Bonus may be paid concurrently with any other enlistment or reenlistment bonus.
7. I understand that failure to complete the 3-years requirement in the new PMOS because I voluntarily or because of misconduct am reclassified out of the new PMOS or do not complete the required 3-years of service will result in me having to refund to the United States an amount that bears the same ratio to the bonus amount paid to me as the unserved part of such period bears to the total period agreed to be served.
8. Additional promises made to me in conjunction with the ARNG MOS Conversion Bonus Program are listed as follows: NONE.

FRANK J. SMITH
 SPC, 123-45-6789
 CO B, 1/4 Avn Bn
 Johnston, IA 50131-5013

Encl 3